

Draft for Discussion
MILPITAS ETHICS PROGRAM

THE CODE OF ETHICS

May 5, 2004

PREAMBLE

Democratic government draws its authority from the consent and confidence of the people; it operates best when decision-makers are accountable to the people they serve. The City of Milpitas has adopted this Code of Ethics to foster public trust and public confidence by promoting and maintaining the highest standards of conduct. The people of Milpitas expect all elected and appointed officials, candidates for public office, City management, and Senior Staff to study this Code, understand how it applies to their work, and practice its six core values “at our best” every day. To be worthy of this community’s faith and trust, our conduct must meet the most demanding ethical standards and demonstrate the highest levels of achievement in following this code.

HONESTY

(INTEGRITY, DEPENDABILITY, TRUTHFUL)

As I serve Milpitas, I am honest, true to my word and lead by example. I am trustworthy and consistently do what I believe is “the right thing” for the Community. I base my actions on the best available information. I consider carefully the impact of my actions on public trust and confidence. Even under stress, I maintain my integrity.

RESPECT

(ACTIVE COMMUNICATION, CIVILITY, RESPONSIVE PUBLIC SERVICE, COMPASSION)

As I serve Milpitas, I treat people with genuine respect, the way I would want to be treated myself. I practice patience, courtesy, and civility, especially when we disagree. I focus on issues, respect other people’s time and the public’s property. I work hard, listen carefully, engage in effective two-way communication, and am responsive.

FAIRNESS

(DUE PROCESS, IMPARTIALITY, OBJECTIVE JUDGMENT)

As I serve Milpitas, I am fair and use equitable and objective criteria when I make a decision. I treat everyone equally and consistently. I respect people’s right to know, advocate public input, and listen to all sides. I make decisions based on merit, quality, and need.

TEAM WORK

(VALUING DIVERSITY, OPEN-MINDEDNESS, COLLABORATION)

As I serve Milpitas, I emphasize teamwork by reaching out to all individuals and groups, involving them in the process, and asking for and listening to their opinions, recognizing that good ideas can come from anyone.

STEWARDSHIP

(ENVIRONMENTAL CONSERVATION, FISCAL RESPONSIBILITY, VISION)

As I serve Milpitas, I foster, protect, and conserve community resources. These are financial, environmental, and cultural resources. I practice fiscal responsibility by preserving natural resources and maximizing financial resources. I maintain public trust, protect individual rights, and assure the long-term stability of the community.

ACCOUNTABILITY

(RESPONSIBILITY)

As I serve Milpitas, I am accountable to the public. I am willing to explain actions, give and receive criticism, accept consequences, and engage in continuous improvement. I advocate high standards, follow through, and take responsibility for this Code of Ethics.